

JOB DESCRIPTION



Role title:	Vulnerability Crime Trainer
Grade and salary:	Grade G, £25,809 – £32,394 (SCP 25-32)
Hours:	37 Hours per week, Monday - Friday
Department or Division:	EMCHRS L&D
Location:	Derbyshire Constabulary Force Headquarters, Ripley
Post reports to:	Core Training Team Leader
Suitable for job share or part-time:	Yes, suitable for job-share
Other considerations:	<p>All successful applicants will be required to submit themselves for drug testing in line with the Force's Drug Policy.</p> <p>The posts will be on a fixed term 12 month contract basis with the option to extend and will report directly to the Training Department/Crime Support.</p> <p>Please note that due to the nature of security checks undertaken, applicants must have 5 years continuous residency in the UK up to the date of the application</p>
Date last reviewed:	August 2022

PURPOSE AND DESCRIPTION OF JOB ROLE:

Derbyshire Constabulary is committed to protecting the vulnerable; in support of our commitment, an extensive training product has been designed and developed to raise awareness and enhance the skills of our workforce in relation to vulnerability.

As part of a team of Trainers and reporting into the Core Training Team Leader, you will deliver this training product across the entire organisation, upskilling police officers, police staff and volunteers.

SPECIFIC ROLES AND RESPONSIBILITIES:

- To deliver training to police officers and staff using a range of methods and mediums, including classroom and digital delivery/virtual classroom.

- To review and develop the learning materials, ensuring that the appropriate delivery methods are used and that alternative delivery methods and formats have been considered.
- To prepare and deliver presentations and training suitable for diverse audiences, ensuring the use of an appropriate communication style and effective learning aids.
- To evaluate the success of the training product, ensuring training objectives are achieved.
- To co-ordinate and plan timetabling and the delivery of the training product in conjunction with the other Vulnerability Crime Trainers.
- To ensure that the relevant student training records are kept up to date.
- Provide specialist advice and knowledge to colleagues, partners and other individuals and agencies on the subject of vulnerability, supporting the organisation's objectives and to enable compliance with policy.
- Keep up to date with changes in law, legislation and force policy, updating relevant training material, as required.
- To operate equipment correctly
- To represent the values of the force.
- To deliver training at various location, including at Force Headquarters and other such venues as required, dependent upon the nature of those undertaking training at that time.

SKILLS AND EXPERIENCE REQUIRED:

Essential:

- Previous experience in policing
- Experience in a direct training delivery role to groups of adult learners
- Ability to work effectively as part of a team
- Hold a full driving licence and be prepared to travel to various training locations in Derbyshire

Desirable:

- Level 5 Qualification in teaching/training or proven equivalent experience
- PIP1 Accredited Investigator as recognised by the College of Policing with experience of working in public protection
- Experience in the creation of teaching products
- PIP2 Accredited Investigator as recognised by the College of Policing
- Experience in the evaluation of training products

PERSONAL QUALITIES:

We have identified nine competencies that help describe what effective behaviour looks like in Derbyshire Constabulary. These competencies illustrate how we put our Force's guiding principles into practice so that everyone understands what is expected of them in their day-to-day work:

Acting with Integrity: Is trusted and respected by others and is known as someone who does what they say they'll do. Understands the impact and consequences of doing (and being seen to do) the right thing, is happy to raise concerns and will challenge inappropriate or unethical behaviour.

Working with others: Works to develop a positive team spirit and appreciates the value different backgrounds and experience can contribute to team success. Is approachable and inspires others to do their best. Treats others with dignity and respect, and maintains a positive, friendly outlook. Appreciates the contributions of others – and lets them know.

Problem solving and innovation: Uses experience, creativity and common sense to solve problems practically and innovatively. Makes sure they fully understand the problem, its cause and implications. Seeks the input and views of others. Weighs up options to make sure the solution they choose is the most effective and makes good decisions in a timely way.

Planning and organising: Is clear about their goals and creates plans and processes that are targeted at the right priorities – those that will truly deliver the most value. Copes well with change and uncertainty, knows that it's not always possible to get the full picture or remove every risk before taking action.

Communicating and influencing: Presents written and verbal communication in a clear and effective way. Puts across points of view persuasively, but keeps an open mind and is willing to change their position if sound arguments are presented back.

Personal development: Takes opportunities to improve their skills, knowledge and experience. Gives and seeks constructive feedback to help them and others develop successfully.

Delivering results: Delivers what is needed when promised. Enjoys adding value, knows what needs to be done and stays focused. Identifies issues or obstacles that could prevent or delay getting things done and takes appropriate action.

Customer focus: Knows how they personally support the service we provide to the public. Is absolutely passionate about adding value for the public and internal stakeholders, improving processes and removing unnecessary cost and waste. Understands how their attitude and behaviour impacts on public perception of the service we provide.

Operational and technical awareness: Keeps well-informed and knows what internal and external factors could impact on our performance. Promotes and pushes activity that improves performance and our service to the public. Is knowledgeable and effective in their area of expertise.